

GRI-G4 content index

Stora Enso’s Sustainability Report 2016 is produced in accordance with the G4 reporting framework of the Global Reporting Initiative (GRI).

Our reporting corresponds to the ‘Comprehensive’ level of the GRI-G4 framework. This means that our reporting covers all the General Standard Disclosures of the framework, as well as all the specific sustainability aspects we deem material in our operations. In this GRI supplement to our Annual Report

2016 we list our disclosures with reference to G4 categories, aspects and indicators, and refer to the pages or locations where these issues are addressed in our annual reporting publications and/or other information channels. The references to the pages or locations are complemented with additional reporting in the index as relevant.

Aspect-specific data boundaries

Impacts that make sustainability topics relevant for us may occur outside Stora Enso, or they may be material only for certain operations or locations. When our reporting on a sustainability aspect or indicator only concerns specific units, geographical regions or other data collection boundaries, based on the identified materiality, this is specified in the comment field in the G4 index table, or in connection with the respective disclosure.

Disclosure on management approach

Stora Enso’s generic management approach to sustainability covers all of the aspects of the G4 framework identified as material. We also report on our management approach with regard to specific aspects in the relevant sections of this report, with respective page references included in the G4 index table.

- SR – Sustainability Report 2016
- FR – Financial Report 2016
- PB – Progress Book 2016
- CG – Corporate Governance Report 2016

- Fully reported
- ◉ Partially reported

		Location and comments	Level
GENERAL STANDARD DISCLOSURES			
STRATEGY AND ANALYSIS			
G4-1	Statement from the most senior maker of the organisation	PB 10, FR Report of the Board of Directors	●
G4-2	Description of key impacts, risks, and opportunities	SR 4, PB 8 and FR Report of the Board of Directors	●
ORGANISATIONAL PROFILE			
G4-3	Name of the organization	PB 2	●
G4-4	Primary brands, products, and services	PB 3	●
G4-5	Location of headquarters	PB back cover	●
G4-6	Countries in which operations are located	PB 6, SR 9, 51 and 69	●
G4-7	Nature of ownership and legal form	FR 2 Stora Enso in capital markets	●
G4-8	Markets served	PB 6, SR 9, 51 and 69	●
G4-9	Scale of the reporting organization	FR Report of the Board of Directors	●
G4-10	Breakdown of workforce	SR 21. 60% of the group’s employees are production workers (62% in 2015). 6% of the group’s employees have temporary contracts (5%). The share of women among the employees with temporary contracts is in line with the share of women among all employees. Based on our employee survey approximately 18% of production workers are female (17% in 2015).	●
G4-11	Coverage of collective bargaining agreements	At the end of 2016 approximately 80% of our employees were covered by collective bargaining agreements (83% in 2015). This figure is approximate due to differences in national legislations.	●
G4-12	Description of supply chain	SR 51 and 60	●
G4-13	Significant changes during the reporting period	SR 54, 60 and 68, FR Note 4. During the year we worked to streamline our global supplier database by further focusing our sourcing and reducing the number of suppliers.	●
G4-14	Addressing the precautionary approach or principle	SR 4, 10 and FR Report of the Board of Directors	●
G4-15	External charters, principles or initiatives endorsed	SR 8, 23–28, 51–55, 58–59, 66 and 68	●
G4-16	Memberships in associations	SR 8. In addition to the memberships and initiatives described in the report, Stora Enso is a member of various national industry federations and trade associations, through many of which we are active in Brussels based organisations such as the Confederation of European Paper Industries (CEPI), The European Federation of Corrugated Board Manufacturers (FEFCO), and the European Confederation of Wood working Industries CEI-Bois. We are also a member of various forest certification organisations, and we participate in the development of international standardisation (ISO) through our national memberships. Furthermore, we are a member of International Chamber of Commerce (ICC). Our divisions also participate in the work of associations such as Euro-Graph, the Alliance for Beverage Cartons and the Environment (ACE), the European Organisation for Packaging and the Environment (EUROPEN), Pack2go Europe, and Procarton.	●

		Location and comments	Level
IDENTIFIED MATERIALS ASPECTS AND BOUNDARIES			
G4-17	Report coverage of the entities in the consolidated financial statements.	FR Notes 30 and 31. SR 68. All entities in our Financial Report also are covered by our Sustainability Report. Joint Operations or equity accounted investments are not consolidated in most of the group's sustainability indicators. When they are consolidated in the group's sustainability indicator this is specified with a footnote in connection to the respective disclosure. The sustainability performance of Joint Operations and equity accounted investments is addressed as material in the report.	●
G4-18	Process for defining the report content and the aspect boundaries	SR 4-5, 7 and 68	●
G4-19	Material aspects identified	We have identified all the aspects in the G4 framework except Marketing Communications as material for the Sustainability Report 2016.	●
G4-20	Aspect boundary within the organisation	SR 68	●
G4-21	Aspect boundary outside the organisation	SR 68	●
G4-22	The effect of restatements of information provided in previous reports	The more accurate updated supplier CO ₂ factor and grid energy-mix information from authorities for electricity purchased in Finland reduced the group's historical CO ₂ emissions for 2015. Electricity procurement for our Finnish mills is centralised, and one supplier CO ₂ emission factor for purchased electricity is applied to all our Finnish units. The market-based supplier CO ₂ emission factor is calculated based on the total electricity supply to our mills from Pohjolan Voima Oy (PVO), in which Stora Enso is a minority shareholder, and from the national grid. The CO ₂ factor is reviewed annually based on the actual electricity supply from PVO and grid energy-mix information published by the Energy Authority by the end of June, after which our CO ₂ factor calculation for the previous year is reviewed. In 2016 this factor calculation was based on the information from the previous year alone, while earlier it had been based on the five previous years. We believe the shorter time-frame for this factor makes our Finnish units' CO ₂ emission reporting more accurate. During 2015 our units used more hydropower-based and less coal-based electricity from PVO, and mainly for these reasons the updated factor resulted in a material reduction in the emissions in 2015. In addition, figures for wood procurement by region (page 44) were updated after the publication of the online version of the Sustainability Report 2015. The originally reported figures mistakenly related to the regions where the wood was used, instead of its geographical origin.	●
G4-23	Significant changes in the scope and aspect boundaries from previous report	SR 68, FR Note 4	●
STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups engaged	SR 7	●
G4-25	Identification and selection of stakeholders	SR 7	●
G4-26	Approaches to stakeholder engagement	SR 7	●
G4-27	Response to key topics and concerns raised through stakeholder engagement	SR 7. Examples of key sustainability topics discussed with stakeholders are reported in the respective sections of the Sustainability Report.	●
REPORT PROFILE			
G4-28	Reporting period	1 January 2016 - 31 December 2016	●
G4-29	Date of most recent previous report	17 February 2015	●
G4-30	Reporting cycle	Annual. Stora Enso additionally provides quarterly updates on selected sustainability topics in the Sustainability section of the Group's Interim Reports available at the Group's website.	●
G4-31	Contact point for questions	SR back cover	●
G4-32	'In accordance' option, the GRI content index and external assurance	SR content index for 'In accordance' - Comprehensive. SR 72-73.	●
G4-33	Policy and current practice regarding external assurance	SR 5 and 72-73. Since the reporting period of 2014 the group's principal auditor (statutory Financial Auditor) Deloitte has also provided external assurance for the group's sustainability information. Stora Enso's Internal Audit and Board of Directors' Financial and Audit Committee was involved in the review of the external assurance fee on sustainability reporting. The Board of Directors' Sustainability and Ethics Committee is involved in the reviewing of material observations and recommendations related to the external assurance on sustainability reporting.	●
GOVERNANCE			
G4-34	Governance structure	SR 4, CG Board Committees	●
G4-35	The process for delegating authority for sustainability topics	SR 4, CG Board Committees	●
G4-36	Executive-level positions with responsibility for sustainability topics	SR 4, CG Group Leadership team	●
G4-37	Processes for consultation between stakeholders and the highest governance body	SR 4 and 31, PB 68. All shareholders have the right to make proposals to the shareholder meeting agenda regarding matters that are within the authority of the Annual General Meeting (AGM). All shareholders also have the right to present questions to the Board of Directors (BOD) and executive management at the AGM. The employee representatives meet the chairman and the vice chairman of the BOD and the CEO in connection with board meetings on a regular basis.	●
G4-38	Composition of the highest governance body and its committees	CG Board of Directors and Board Committees	●

		Location and comments	Level
G4-39	Position of the chair of the board of directors	The chair of the Board of Directors is independent from the company's executive management.	●
G4-40	Nomination and selection processes for the highest governance body and its committees	CG Shareholders' Nomination Board, Board Diversity Policy	●
G4-41	Avoiding conflicts of interest	CG Board of Directors	●
G4-42	The role of the highest governance body and senior executives in setting purpose, values and strategy	SR 4, CG Board of Directors, Control Environment	●
G4-43	Measures taken to enhance the Board of Directors' collective knowledge of sustainability topics	SR 4, CG Board Committees, Working order of the Board	●
G4-44	Evaluating board performance with respects to sustainability topics	SR 4, CG Board of Directors and Board Committees. The evaluation of the board's performance is generic in nature, and focuses mostly on working methods and not on any specific area. However, if concerns relating to sustainability issues arise, the Sustainability and Ethics Committee's role is to identify those issues and bring them to the agenda of the Board of Directors. The Sustainability and Ethics Committee further evaluates its own performance annually focusing in particular on the handling of the tasks within its responsibility.	●
G4-45	The role of Board of Directors in the identification and management of economic, environmental and social impacts, risks and opportunities	SR 4, FR Report of the Board of Directors	●
G4-46	The role of Board of Directors in reviewing the risk management processes for economic, environmental and social topics	SR 4, FR Report of the Board of Directors	●
G4-47	The frequency of the Board of Directors' review of sustainability impacts, risks, and opportunities	SR 4 and 31, FR Corporate Governance in Stora Enso	●
G4-48	The highest committee or position to formally approve this report and its materiality review	SR 4	●
G4-49	Process for communicating critical concerns to the highest governance body	SR 4 and 31, PB Information for shareholders. All shareholders have the right to make proposals to the shareholder meeting agenda regarding matters that are within the authority of the Annual General Meeting (AGM). All shareholders also have the right to present questions to the Board of Directors and executive management at the AGM. The employee representatives meet the chairman and the vice chairman of the Board of Directors and the CEO in connection with board meetings on a regular basis.	●
G4-50	Nature and number of critical concerns communicated to the highest governance body	SR 4 and 31-32	●
G4-51	Remuneration policies for the Board of Directors and senior executives	CG Remuneration Statement, FR note 7	●
G4-52	Process for determining remuneration	CG Remuneration Statement, FR note 7	●
G4-53	Inclusiveness of stakeholders' views regarding remuneration	CG Remuneration Statement	●
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation	SR 21	●
G4-55	Ratio of percentage increase with regards to G4-54	SR 21. The decrease of the ratio in Germany is due to a divestment of a large unit during 2016.	●
ETHICS AND INTEGRITY			
G4-56	Values, principles, standards, code of conduct and code of ethics	SR 4 and 29-30	●
G4-57	Mechanisms for finding advice on ethical and lawful behavior, and matters related to organizational integrity	SR 31-32	●
G4-58	Mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity	SR 31-32	●
SPECIFIC STANDARD DISCLOSURES: MANAGEMENT APPROACH AND PERFORMANCE INDICATORS			
GENERIC DISCLOSURE ON MANAGEMENT APPROACH			
ECONOMIC			
Economic performance			
G4-EC1	Direct economic value generated and distributed	PB 9	●
G4-EC2	Risks and opportunities due to climate change	SR 44, PB 61-62	●
G4-EC3	Coverage of defined benefit plan obligations	FR Note 20	●
G4-EC4	Financial assistance from government	FR Stora Enso in Capital Markets, Note 5, Note 9, PB 57-59	●
Market Presence			
G4-EC5	Entry level wage by gender compared to minimum wage	SR 20	●
G4-EC6	Proportion of senior management hired locally	SR 18-19	●

		Location and comments	Level
Indirect Economic Impacts			
G4-EC7	Development and impact of infrastructure investments and services supported	SR 22–28	●
G4-EC8	Significant indirect economic impacts	SR 22–28, PB 8–9 and 57–59	●
Procurement Practices			
Specific information on management approach to procurement practices		SR 9–11, 50–53 and 60–62	
G4-EC9	Spending on local suppliers	SR 25, 37 and 51. Wood and paper for recycling (Pfr) deliveries to our mills are largely based on local supply.	●
ENVIRONMENT			
Specific information on management approach to environment		SR 33–55	
Materials			
G4-EN1	Materials used by weight or volume	SR 41	●
G4-EN2	Recycled materials used	SR 37–38	●
Energy			
Specific information on management approach to energy		SR 34–37	
G4-EN3	Energy consumption within the organisation	SR 39–40	●
G4-EN4	Energy consumption outside of the organisation	SR 40, 46, 48–49. The scope 3 calculation of our carbon footprint is based on CO ₂ equivalents, not on energy consumption outside the organisation.	⊙
G4-EN5	Energy intensity	SR 39–40	●
G4-EN6	Reduction of energy consumption	SR 39–40	●
G4-EN7	Reductions in energy requirements of products and services	SR 48–49 and 58	⊙
Water			
G4-EN8	Total water withdrawal	SR 38–47	●
G4-EN9	Water sources significantly affected by withdrawal of water	Lake Ivö in Sweden and the River Mulde in Germany. The River Skräbe, which drains Lake Ivö, is the water source for Nymölla Mill. Average annual withdrawals amount to about 5% of the lake's annual average volume of 564 000 000 cubic meters, and more than 5% of the total annual flow (270 000 000 m ³) of the River Skräbe. The lake is a Natura 2000 site due to the presence of rare fish species. The mill regulates water levels in the lake in accordance with legal obligations. No other measures are required by the authorities. The River Mulde in Germany is a water source for our Sachsen Mill. The river is a Natura 2000 site with alluvial landscapes which provide habitat for many bird species. The initial level of water pollution upstream from the mill is relatively high.	●
G4-EN10	Total recycling and reuse of water	SR 38. Around 96% of our total water withdrawal is recycled back to the environment. This water is typically reused in our processes before recycling, but figures on the volumes reused are not available.	⊙
Biodiversity			
Specific information on management approach to biodiversity		SR 50–55	
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR 55	●
G4-EN12	Significant impacts on biodiversity	SR 50–55	●
G4-EN13	Habitats protected or restored	SR 55. Applicable to lands owned and managed by Stora Enso.	●
G4-EN14	Number of vulnerable species affected by operations	SR 50–55. Number of species not reported, but biodiversity conservation efforts described.	⊙
Emissions			
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	SR 44–49	●
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	SR 44–49. The CO ₂ factors we use for purchased energy (scope 2) largely follow market-based methodology. We will additionally report our location-based indirect emissions during 2016 in our response to the CDP Climate questionnaire.	●
G4-EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)	SR 44–49	●
G4-EN18	Greenhouse gas (GHG) emissions intensity	SR 44–49	●
G4-EN19	Reduction of greenhouse gas (GHG) emissions	SR 44–49	●
G4-EN20	Emissions of ozone-depleting substances (ODS)	According to the EU Parliament Regulation 2037/2000 and Council Directive 1994/60 (the Montreal Protocol) the production and marketing of a number of ozone-depleting substances are prohibited or strictly restricted. None of these substances are used in Stora Enso's manufacturing processes.	●
G4-EN21	NO _x , SO _x , and other significant air emissions	SR 40 and 70	●

		Location and comments	Level
Effluents and Waste			
G4-EN22	Total water discharge	SR 38 and 69–71	●
G4-EN23	Total weight of waste by type and disposal method	SR 37	●
G4-EN24	Significant spills	SR 42–43	●
G4-EN25	Hazardous waste transported, imported, exported or treated	SR 38. Data is not available on hazardous wastes internationally exported or imported by our authorised service providers.	⊙
G4-EN26	Water bodies and related habitats significantly affected by water discharges and runoff	See EN9	●
Products and Services			
Specific information on management approach to products and services		SR 57–59, PB 17–21	
G4-EN27	Mitigation of environmental impacts of products and services	SR 57–59	●
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	SR 34–41. The packaging materials we produce and use to protect our pulp, paper and paper board deliveries during their transportation are mainly made of our own fibre-based products, and they are fully recyclable according to European Parliament and Council Directive 94/62/EC of 20 December 1994 on packaging and packaging waste and its amendments.	●
Compliance			
G4-EN29	Fines and sanctions for non-compliance with environmental regulations	SR 42–43	●
Transport			
Specific information on management approach to transportation		SR 47	
G4-EN30	Significant environmental impacts of transportation	SR 47	●
Overall			
G4-EN31	Environmental expenditures and investments	FR Report of the Board of Directors (Sustainability)	⊙
Supplier Environmental Assessment			
Specific information on management approach to supplier assessment		SR 50–54, 60–63	
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	SR 62. Our Key Performance Indicator on responsible sourcing is based on the coverage of our Supplier Code of Conduct on supplier spending.	●
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain	SR 47–48, 50–54 and 60–63	●
Environmental Grievance Mechanisms			
G4-EN34	Grievances about environmental impacts through formal grievance mechanisms	SR 31–32. Our production units register and monitor complaints received from stakeholders in relation to the units' environmental performance as an integral part of their respective environmental management systems (ISO 14001). We consider the consolidation of our units' stakeholder complaints as not material in the group-level environmental management, so the collection of this data was discontinued in 2016.	●

		Location and comments	Level
LABOUR PRACTICES AND DECENT WORK			
Specific information on management approach to Labor Practices and Decent Work		SR 9–15 and 17–21, and PB 54–56	
Employment			
G4-LA1	New employee hires and employee turnover	SR 21	⊙
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	6% of the group's employees have temporary contracts (5% in 2015). The benefits provided for employees vary from country to country, depending on national legislation. In the European countries where we have many employees we typically do not provide differentiated benefits to employees on the basis of their contract type (permanent or temporary), though certain differences in benefits may exist in relation to the length of employment. Long-term employees in China typically receive differentiated benefits such as leave-of-absence rights and additional insurance benefits.	●
G4-LA3	Return to work and retention rates after parental leave	In 2016 return to work rates after parental leave, as % of employees in the six largest countries in terms of the total number of employees were (in alphabetical order): 98% in China, 94% in Finland, not applicable in Germany, 86% in Poland, 81% in Russia, and 95% in Sweden. Retention rates one year after returning to work from parental leave were: 84% in China, 93% in Finland, 100% in Germany, not applicable in Poland, 100% in Russia, and 93% in Sweden.	⊙
Labor/Management Relations			
G4-LA4	Minimum notice periods regarding operational changes	Our aim is to be proactive and involve key stakeholders as early as possible whenever there is a need for major organisational changes that will affect our staff. Depending on the type of change, the national legislation and local union agreements, we normally inform employees and/or union representatives between 2 weeks and 2 months prior to planned changes.	●
Occupational Health and Safety (OHS)			
Specific information on management approach to OHS		SR 17–20	
G4-LA5	Percentage of workforce represented in formal joint management-worker health and safety committees	SR 19	●
G4-LA6	Injuries, lost days, absenteeism and fatalities	SR 19. We consider consolidated reporting of gender-specific data on safety incidents as not material from a safety management point of view in our operations, so such figures are not centrally compiled or communicated in our group figures.	●
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Our preventive strategies for managing health issues related to occupational risks are based on local-level management programmes defined in cooperation with the local authorities. We also partner with International SOS, a global service provider, to provide all employees and expatriates and their dependents with a Medical and Security Global Assistance Programme covering work-related travel.	⊙
G4-LA8	Health and safety topics covered in formal agreements with trade unions	See G4–11. Health and safety issues are additionally covered in our collective bargaining agreements as a separate topic at the local level.	●
Training and Education			
G4-LA9	Average hours of training per year per employee by gender, and by employee category	In 2016 the average number of training hours per employee across all of our units was 26 (31 in 2015). Broken down by gender and employee category, the average figures were 22 hours for female employees (26), 27 hours for male employees (33), and 32 hours for production workers (37).	●
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	SR 17 and 20. Where redundancies are unavoidable, our key principle is to work together with the employees affected to help them find other employment wherever possible. Employee organisations and other stakeholders are fully involved in such processes, in line with all applicable regulations.	●
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	SR 20	●
Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies and employee breakdown	SR 21	●
Equal Remuneration for Women and Men			
G4-LA13	Ratio of basic salary and remuneration of women to men	SR 21	●
Supplier Assessment for Labor Practices			
Specific information on management approach to supplier assessment		SR 9–15 and 60–63	
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	SR 61–62. Our Key Performance Indicator on responsible sourcing is based on the coverage of our Supplier Code of Conduct on supplier spending.	●
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	SR 9–15 and 60–63	●
Labor Practices Grievance Mechanisms			
G4-LA16	Grievances about labor practices through formal grievance mechanisms	SR 32	●



		Location and comments	Level
HUMAN RIGHTS			
Specific information on management approach to human rights		SR 9–15	
Investment			
G4-HR1	Human rights screening or clauses included in significant investment agreements	SR 10,15	●
G4-HR2	Employee training on human rights	SR 9–15, 31	●
Non-discrimination			
G4-HR3	Actions taken in incidents of discrimination	SR 32	●
Freedom of Association and Collective Bargaining			
G4-HR4	Supporting right to freedom of association and collective bargaining in risk areas	SR 9–15, 30–32 and 61–62. Approximately 80% of our employees are covered by collective bargaining agreements (83% in 2015). This figure is only approximate due to differences in national legislations. In China the right to freedom of association and collective bargaining is expressly stipulated by law. Most of our Chinese operations have established unions that form part of the state-authorised China Labour Union. We have also formed worker councils at some of our units in China which serve as channels for direct feedback and dialogues between employees and management. A similar system is in place in our operations in Laos, where we have a workers' representative group elected by employees.	●
Child Labor			
G4-HR5	Measures taken to eliminate child labor in risk areas	SR 9–15 and 61–62.	●
Forced or Compulsory Labor			
G4-HR6	Measures taken to eliminate forced or compulsory labor in risk areas	SR 9–15 and 61–62.	●
Security Practices			
G4-HR7	Percentage of security personnel trained in human rights policies or procedures	SR 9–15. The need to enhance policies and procedures for security management was identified in the group-wide Human Rights Assessment, and is being addressed as part of the related group-wide actions.	⊙
Indigenous Rights			
G4-HR8	Violations of indigenous peoples' rights and actions taken	SR 15	●
Assessment			
G4-HR9	Operations subject to human rights reviews or impact assessments	SR 10	●
Supplier Human Rights Assessment			
Specific information on management approach to supplier assessment		SR 9–15 and 60–62.	
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	SR 13–14 and 61–62. Our Key Performance Indicator on responsible sourcing is based on the coverage of our Supplier Code of Conduct on supplier spending.	●
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain	SR 9–15 and 60–62.	●
Human Rights Grievance Mechanisms			
G4-HR12	Grievances about human rights through formal grievance mechanisms	SR 10–11 and 32	●

		Location and comments	Level
SOCIETY			
Specific information on management approach to Society		SR 9–15 and 22–32	
Local Communities			
Specific information on management approach to local communities		SR 22–28	
G4-SO1	Local community engagement, impact assessments, and development programs	SR 22–28	●
G4-SO2	Operations with significant negative impacts on local communities	SR 22–28	●
Anti-corruption			
G4-SO3	Operations assessed for risks related to corruption	SR 29–32	●
G4-SO4	Anti-corruption training	SR 31	●
G4-SO5	Corruption incidents and actions taken	SR 32. Our reporting on corruption cases is based on potential cases identified during the year.	⊙
Public Policy			
G4-SO6	Political contributions	As a general rule, Stora Enso does not make political contributions. Guidance and rules for political contributions are defined in our Business Practice Policy, available at www.storaenso.com/sustainabilitypolicies .	⊙
Anti-competitive Behavior			
G4-SO7	Anti-trust and monopoly court cases	FR Note 29	●
Compliance			
G4-SO8	Fines and sanctions for non-compliance	Stora Enso has not been subject to any significant fines or significant monetary sanctions due to non-compliance with laws and regulations during 2016.	●
Supplier Assessment for Impacts on Society			
Specific information on management approach to supplier assessment		SR 9–15 and 60–62.	
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	SR 13–14 and 61–62. Our Key Performance Indicator on responsible sourcing is based on the coverage of our Supplier Code of Conduct on supplier spending.	●
G4-SO10	Significant actual and potential negative impacts on society in the supply chain	SR 9–15 and 60–62.	●
Grievance Mechanisms for Impacts on Society			
G4-SO11	Grievances about impacts on society through formal grievance mechanisms	SR 10–11	●
PRODUCT RESPONSIBILITY			
Specific information on management approach to product responsibility		SR 57–59	
Customer Health and Safety			
G4-PR1	Assessment of health and safety impacts of products	SR 57–58	●
G4-PR2	Compliance with regulations and voluntary codes concerning the health and safety impacts of products	No significant incidents of non-compliance occurred during 2016.	●
Product and Service Labeling			
G4-PR3	Product information required by procedures	SR 58–59	●
G4-PR4	Compliance with regulations and voluntary codes concerning product information	No significant incidents of non-compliance occurred during 2016.	●
G4-PR5	Results of surveys measuring customer satisfaction	SR 7 and 57	⊙
Customer Privacy			
G4-PR8	Complaints regarding breaches of customer privacy and data	SR 32. No complaints were received during 2016.	●
Compliance			
G4-PR9	Compliance with regulations concerning the provision and use of products and services	No significant incidents of non-compliance occurred during 2016.	●